Fast facts about Paid Family Leave

- Provides benefits but does not provide job protection or return rights

- Provides workers some compensation to care for parents, children, spouses, and domestic partners or to bond with a new child

- Covers all employees who are covered by SDI (or a voluntary plan in lieu of SDI)

- Offers up to 6 weeks of benefits in a 12-month period

- Provides benefits of approximately 55% of lost wages

- Payroll deductions begin Jan. 1, 2004

- Benefits begin July 1, 2004

- Administered by the Employment Development Department

In California, it's the law.

Paid Family Leave
Insurance Program
The time to care. 1-877-BE-THERE

For more information, visit:
www.edd.ca.gov

1-877-BE-THERE (English)
1-877-379-3819 (Español)
1-800-563-2441 (TTY)

State of California

EDD Employment Development Department
State of California

The time you need for times like these.
Paid Family Leave insurance program.
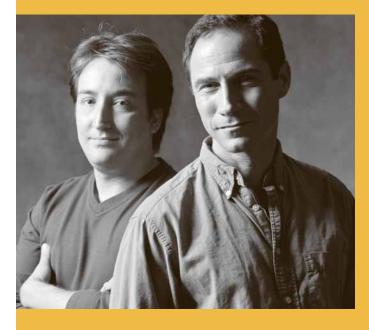
With Paid Family Leave you can afford to be there when you need to be

There are times in the life of every working person when they need to care for a loved one. Maybe it's a working mother who needs more time to bond with and care for a newborn. Maybe it's an employee who needs to care for a parent, child, spouse, or domestic partner who is seriously ill . California's new Paid Family Leave law was created for times like these.

A program that benefits you and your family

Paid Family Leave insurance benefits are based on past quarterly earnings and range from a minimum of $50 to a maximum of $728 per week for up to six weeks for claims beginning July 1, 2004. For claims commencing in 2005, the maximum weekly benefit amount will be $840.

Paid Family Leave for California employees

Paid Family Leave insurance does not provide job protection or return rights. Your job **may** be protected **if** your employer is subject to the federal Family Medical Leave Act and the California Family Rights Act. You must notify your employer of your reason for taking leave in a manner consistent with your company's leave policy.

To qualify for Paid Family Leave compensation, you must meet the following requirements:

- Be covered by State Disability Insurance (SDI) (or a voluntary plan in lieu of SDI) and have earned at least $300 from which deductions were withheld
- Complete your claim forms accurately, completely, truthfully, and timely
- Supply medical information that supports your claim that the care recipient is in need of your care
- Provide documentation to support a claim for bonding with a new child
- Use up to two weeks of any earned but unused vacation leave if required by your employer
- Serve a 7-day unpaid waiting period before benefits begin

You may not be eligible for benefits if:

- You receive State Disability Insurance, Unemployment Compensation Insurance, or Workers' Compensation
- You are not working or looking for work at the time you begin your family leave
- You are not suffering a loss of wages
- The need for care is not supported by the certificate of a treating physician or practitioner
- You are in custody due to conviction of a crime

You are entitled to:

- Know the reason and basis for any decision that affects your benefits
- Appeal any decision about your eligibility for benefits and appear before a California Unemployment Insurance Appeal Board administrative law judge
- Privacy — Information about your claim will be kept confidential except for the purposes allowed by law

A special law for special times

With Paid Family Leave insurance, California is leading the nation as the first state to make it easier for employees to balance the demands of workplace and family care needs at home. If you have any questions or feel you are in need of and eligible for these benefits, contact us today.

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